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\$25,000 grants awarded to Georgia Merit System and the City and County of San Francisco

CPS Human Resource Services and the International Personnel
Management Association (IPMA) partner to establish a grant program.

Sacramento, CA - CPS Human Resources Services and the International Personnel Management Association (IPMA) announce the 2002 Innovation Grants recipients. The \$25,000 grants were awarded to Georgia Merit System and the City and County of San Francisco for the implementation and utilization of innovative human resource programs.

"The purpose of this grant program is to enhance excellence in Human Resources," said Jerry Greenwell, Deputy Executive Director of CPS. "We want to focus on contributions to public service that foster quality, fairness, equity, and solutions to organizational needs."

In an effort to encourage innovative Human Resources practices in the public sector, CPS Human Resources Services and the IPMA have partnered to establish a grant program. The mission of both organizations is to further the discipline of HR through the support of personnel programs and initiatives.

Georgia Merit System implemented *Georgia's Automated Competency-Based Staffing and Development Tools*. As part of this project, the Georgia Merit System will develop three interrelated applications: a competency-based behavioral interview guide, a competency-based multi rater assessment, and a competency-based development guide.

The City and County of San Francisco's *The Link Project* will feature the development of an interactive database. The database will link the knowledge, skills, and abilities of the customers with specific position classifications within the City and County of San Francisco. Customers will be informed of current, available positions and will have an option to complete online interest cards for notification of future position availability.

"The two agencies were selected to receive the \$25,000 awards from a well-qualified pool of 39 applicants," said Neil Reichenberg, Executive Director of the IPMA. "While the selection process was difficult, the Georgia Merit System's and the City/County of San Francisco's proposals stood out for their innovation, thorough design, and link to the strategic plan of the agency. "